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Executive Registry
83- 6053

15 December 1983

MEMORANDUM FOR: Executive Director

FROM: Deputy Director of Central Intelligence

SUBJECT: CIA Women

Chuck:

1. I know you share my thoughts on this but I just got hold of some statistics on women in senior grades in the Agency which, after being appalled by them, I am embarrassed. Of the [redacted] SIS employees, only [redacted] are women. Of the [redacted] GS-15s, only [redacted] are women, i.e., 5%. What I find unacceptable is the fact that of the total Agency population, 37% are women; of the professional population, 23.4% are women; and of the technical profession, 44.7% are women--yet so few women are senior grades.

25X1
25X1

2. I would like you to scratch your head and those of the Deputies to see what immediate remedial action can be taken to address this woeful imbalance.

25X1

[redacted]

John N. McMahon

DCI
EXEC
REG

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ROUTING AND RECORD SHEET

SUBJECT: (Optional)

Projected Activities for CIA Federal Women's Program 1984

STAT

FROM:

STAT

DDA/OP/EEO
736 Ames

EXTENSION

NO.

DATE
15 December 1983

TO: (Officer designation, room number, and building)	DATE RECEIVED	DATE FORWARDED	OFFICER'S INITIALS	COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)
1. DDCI 7D60 Hqs.				For Your Information
2.				
3.				
4.				
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10.				
11.				
12.				
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15.				

FORM 610 USE PREVIOUS EDITIONS
1-79

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Projected activities for CIA Federal Women's Program for 1984.

Despite the progress made over the past few years, many problems still exist for women. For example there is an underrepresentation of professional minority women, women in supervisory and management positions, and women in the Senior Executive Service. Also, there is a need for the expansion of training and developmental assignments for women to ensure that they are competitive with their male peers. The solution to these problems requires an increased sensitivity and concern by individual managers who make daily decisions affecting women's careers. To increase managers' awareness of these problems and to assist in the development of women in the Agency the Federal Women's Program will work towards the following commitments:

1. Meet with the Directorate EEO Officers; get to know them, their working groups and their projects; find out where there are areas of deficiencies regarding women and work to correct them.

2. Meet with Agency managers to discuss matters pertaining to women in their offices; provide them with statistics concerning the grade and organizational level of their women employees; identify barriers which hold women back; and, explore the SIS pipline to determine how many GS-15s are women and what "tickets" they need to be competitive for SIS positions.

3. Support the Agency recruitment effort, working with the Office of Employment to recruit women , particularly minorities, in the technical, science and engineering fields. Sponsor a booth at the annual Federally Employed Women (FEW) convention in conjunction with the FWP Interagency Sub-committee for Women in Scinece and Engineering, (WISE), which will be held in Washington, D. C. in July 1984.

4. Analyze Agency workforce data to compare for men and women the time in grade, training, work experience and educational level of men/women and suggest ways to improve, if needed.

5. Work closely with the Federal Women's Program Board to develop projects of mutual interest to Agency women.

6. Review the image of women protrayed in Agency publications, films and training materials.

7. Monitor local, state, and national legislation concerning women in so far as the implications for the Agency.

8. Attend and/or hold joint meetings with Federal FWP Managers and committees. Attend selected local and national conferences and conventions of interest to women.

9. Sponsor a "National Women's History Week" program in March 1984. This will be a full week of programs featuring both internal and outside guest speakers and films of interest to or concerning Agency women.

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10. Brief OTE training courses and other groups in an effort to help managers to better understand and recognize the problems of sexism and sexual harassment and the effect on women.

11. Continue to assist in the development of women managers through the currently running "The Professional Women's " course. The majority of participants who have completed the course give it outstanding evaluations. Scheduled for FY 84 are six open runnings and three that are being paid for and dedicated to the DDO.

12. Search the un-tapped reservoir of talent and abilities of Agency women who are in dead-end jobs without the opportunity to increase their value to the Agency.

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Federal Women's Program Manager

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SECRET

STATISTICS AGENCY WOMEN GS-15 AND ABOVE

25X1 Of [ ] SIS employees in CIA only [ ] are women (Soon to be [ ] as 1 is retiring)

25X1 SIS-1 - [ ]
SIS-2 -
SIS-3 -
SIS-4 - (None at SIS-5 or SIS-6)

25X1 [ ] are single - [ ] married - (2 later in life when careers were well-established)

25X1 Of those married women, [ ] have children, 1 later in life

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25X1 EDUCATION: [ ] have MAs - none have Ph.Ds

AGE: Average age is 49.1 - 28 years government service (27 with Agency)

Men average 6 months younger - 4 years less service

PERCENTAGES: Women as % of total Agency population is 37%
Women represent: 23.4% of professional population
44.7% of technical
85.0% of clerical
9.0% of Wage Grade (printers, etc.)

25X1 GS-15 - Of [ ] GS-15s only [ ] are women - (5%)

Average CIA service 21.5 years - (Federal Service 22.4)

Average age - 46.4

Slightly more than half are single

	GS-15	SIS
DCI		
DDA		
DDI		
DDO		
S&T		

25X1 [ ]

SECRET

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